

CULLMAN COUNTY 310 AUTHORITY FIVE-YEAR PLAN

FY 07-12

INTRODUCTION

As we enter the next five years of the new millennium, the Cullman County 310 Authority has the opportunity to provide individuals with developmental disabilities and their families the wide range of services that have so badly been needed in Cullman County. With the goal of complete services for the needs of individuals with developmental disabilities of all ages, the 310 Authority has placed emphasis on needs from birth to advanced age. From early intervention and one of the only integrated daycare programs in Alabama to workshop rehabilitation and group home living, the Cullman County 310 Authority will continue to meet the growing challenges of serving Cullman County's developmentally disabled population with philosophy approach of "wellness" and "recovery" instead of the old traditional "treat the illness" approach. All of these needs will continue to present opportunities for the us to improve both the effectiveness of treatment and supportive services that will ensure that the 310 Authority will not accept complacency but move forward as we accept the future challenges and needs that individuals with developmental disabilities will face.

MISSION

It is the mission of the Cullman County 310 Authority to provide for a system of effective and efficient services to citizens with mental retardation and/or developmental disabilities. This system of services endorses the precepts that services shall be client and family driven; shall be provided in the least restrictive setting; shall maximize client and family input; shall use existing support systems; shall be outcome oriented; and shall utilize family, client, and employee satisfaction as major indicators of quality.

Implied in the mission statement are the following Principles of Services:

1. People with developmental disabilities should have the basic services they need to lead self-sufficient lives, receive quality services, hold jobs, participate in community life, and exercise personal choice.
2. Publicly financed services must be provided, but complement -- not displace, the natural support networks upon which people with developmental disabilities rely. These networks -- family, friends, schoolmates, co-workers, and neighbors -- are enormously important so people with developmental disabilities are included in community life. Building on natural supports is the most powerful and effective means of assisting people with disabilities.
3. Services for people with developmental disabilities must be anchored in a clear understanding of each person's unique needs and preferences. Services should build on each individual's strengths instead of focusing on his/her weaknesses.

4. Wide varieties of service strategies should be available so that the system has the capacity to provide a diverse array of services that are personalized, effective, and economical.
5. People with developmental disabilities should make their own choices unless they are not competent to make such decisions. Public services, therefore, must recognize choices that people with developmental disabilities make concerning where they wish to live, from whom they receive services are furnished, and the activities in which they wish to engage.
6. Effective systems of service not only respect the decisions that people with developmental disabilities make about their own lives but include people with developmental disabilities in making decisions concerning the formulation of public policy at all levels.
7. A system of services should recognize and promote maximum integration of people with developmental disabilities into all aspect of community life.
8. One fundamental aim of a system of services must be to promote the personal economic independence, productivity, and self-sufficiency of people with developmental disabilities.
9. A system of service should attempt to ensure that people with developmental disabilities enjoy personal security, including the right to live and work in a safe and secure environment, have access to consistent and reliable health services; and have protection from abuse-neglect and economic exploitation.
10. A system of services must promote and value quality. Client, family, and employee satisfaction must be key measures of the quality of the services which are furnished to an individual. The system must be outcome/goal oriented.
11. A system of services should attempt to ensure that the human, civil, and legal rights of persons with developmental disabilities are explicitly recognized, protected, and respected.

SERVICE PHILOSOPHY

The philosophy which we believe should guide the planning, development, implementation, and evaluation of services for people with mental retardation and developmental disabilities includes the following elements:

1. Individuals with mental retardation and developmental disabilities are, first and foremost, people with basic human needs, aspirations, desires, and feelings; second, citizens of a community who are afforded all the rights, privileges, opportunities, and

responsibilities accorded other citizens; and finally, individuals who happen to have a disabling condition.

2. People with mental retardation and developmental disabilities are recognized as having diverse needs, concerns, strengths, motivations, goals, and abilities which can best be addressed through the coordinated and cooperative efforts of an interagency network of human services providers.
3. Family unity, both traditional and nontraditional, are frequently the most important resource and support to individuals with mental retardation and developmental disabilities.
4. The rights, wishes, values, and needs of clients and family members are paramount in planning and operating the mental retardation services system.
5. The system is sensitive to other members of the developmental disabilities population who are members of minority or ethnic groups; elderly individuals; or people with multiple disabilities, autism, cerebral palsy, and epilepsy.
6. Local communities are the most knowledgeable regarding their local environment, issues, strengths or gaps in the service system, and opportunities.
7. Staff who work effectively with individuals with mental retardation and developmental disabilities are highly regarded and valued resources of the system.

BACKGROUND

The Cullman County 310 Authority's day habilitation program moved to its new building and location from Sportsman's Lake Drive to 1807 Beech Avenue SE. during the early 1990s. At this time the program consisted of only the day habilitation training program and a part-time workshop where several day habilitation clients worked on small contracts from various industries a few hours each week.

Since 1993, under the direction of the Center's Executive Director, work has begun and continued by the 310 on expanding both all of the facility's programs to now approximately 200 individuals at the start of 2007. In 1998, what started as a part-time endeavor with the Tennessee Valley Rehabilitation Center evolved into what it is today, Top Quality Industries fully operated by the 310 Authority with over 45 workers with developmental disabilities working on site in the workshop and out in the community ranging from Wal-mart to American Trim and Perfection Chain Products to name a few. With this goal reached, the 310 Authority began developing case management services to serve the clients and their families' needs. Currently the Authority has a case manager who serves the needs of the workshop clients.

In 1994 the 310 Authority began the process of opening a Infant Toddler Program. This program would arrange services like physical and occupational therapy for children up to 3 years of age without any cost to the families. Currently the program serves over 35 individuals providing services ranging from speech to occupational and physical therapies. In addition, the Cullman 310 Authority began its summer sitter service for individuals who were out on summer break and needed a place to socialize and learn while their parent or parents were at work.

In 1995 after months of planning the 310 Authority opened its first group home in Cullman. The Nail House Group Home opened its doors in January of 1996 and has 7 residents. In 1997, the 310 Authority opened its second group home in Hanceville Alabama. The Thompson/Lowry House opened in August of 1997 with 4 residents and currently 5 males reside there. The facility's third group home, the Bama-Jackson House, opened on January 3rd 1998 in Hanceville, Alabama. In that home 3 ladies reside. The fourth group home, Connie's House, was opened in October of 2000 in Vinemont, Alabama and currently has 7 residents. In May 2003 the Bobby King home was opened in the City of Cullman. This home currently serves 3 residents. In March of 2006 a parent made a donation to purchase our 6th residential facility. This home is located in the Holly Pond area and 3 ladies reside there.

Also in 1995, the Cullman 310 Authority began work with Wallace State Community College to began an adult education program located full time at the Margaret Jean Jones Center for the benefit of the clients. Today the 310 Authority has expanded the program to Monday through Thursday with each client being provided the opportunity to develop their reading and writing skills to the best of their abilities. Instructions even include the usage of computers and interactive programs that stimulates learning.

In 1998 the Cullman 310 Authority opened a new facility, the Achievement Center, built to house all of the various programs, except for the day habilitation program, including the newest developed program which is the integrated day care which is only one of very few in the state. The daycare will provide care for infants and young children up to the age of 5 who is disabled or non-disabled and currently has over 40 children in its care.

Also, in 1999 the B. Herman Reid Park was built with the aid of the Cullman County Civitan Club on the facility's grounds for the clients' enjoyment. This park includes a walking trail, picnic area, and sand volleyball court. Future projects include an exercise facility which will include a swimming pool designed for individuals with disabilities and additional group homes.

BACKGROUND PLAN SUMMARY

CASE MANAGEMENT

The goal of case management is to continue to develop a plan, in coordination with families (if a child) or individuals (if an adult), that specifies services and supports that are needed; assists in the brokering of these services and supports; and provides follow-along services to ensure this plan is implemented in an effective and efficient manner. Also for our "success stories", case management will make sure that the individuals with jobs in the community and in a sheltered workshop setting will get needed services and supports plus follow-along services.

RESIDENTIAL SERVICES

The goal of residential services is to continue development and building community-based residential options. Into this new millennium, increased numbers of individuals are projected to have to move from home to community placements because of age of parent or parents and their lack of ability to meet the needs of their loved ones. Currently the average age of the parents with individuals attending the CCCDD, Inc. is 61 with their loved one(s) having an average age of 40. According to current projections that are based on surveys, waiting list, Cullman and surrounding counties' residential applications, and respite requests; during the next 5 years it is estimated that 25 to 30 individuals will need one form or another of residential services.

DAY PROGRAMS

The Cullman 310 Authority is continuing to gradually shift the adult day program from program emphasis on activity related options to self sufficiency and work/vocational related options. Adult training and adult activity programs will be maintained at current levels. It is estimated that at least 30, based on current applications and waiting list. Individuals will be in need of adult habilitation training services during the next 5 years. Supported employment and competitive jobs programs will increase. In addition, the

program's purpose is to promote early involvement in vocationally related services and to prepare clients for supported or competitive employment upon leaving the Center.

EARLY INTERVENTION SERVICES

The goal of this intervention program will continue to cover a broad array of services from obtaining therapy assistance for children under the age of 3 ranging from physical and speech therapy to occupational therapy. Service coordination for these services assist the developmentally disabled individual and/or his/her primary caregiver to identify, access, and coordinate necessary supports and services appropriate to his/her individual needs. Service Coordination services are specifically for children younger than three years of age who have been shown through evaluation to have a developmental delay of at least 25% in one of six developmental areas as specified by

P.L. 99-457, or who have a diagnosis of mental retardation or related condition. Objectives include tracking all individuals for needs to services and examine their needs quarterly.

OBJECTIVE: Forty individuals are projected to be receiving services during any given year at 2 hours per month per child during 07/08. The 310 Authority's goal is to reach at least 50 individuals. In addition, it is the aim of the 310 Authority that while throughout the next 5 years, individuals that are served during any given year will be replaced during the same year with another individual in need. Each subsequent year services will increase by an additional 1 hour each year. Cost for this service is \$65.00 an hour with a minimum increase being averaged in each subsequent year.

CASE MANAGEMENT

NARRATIVE

The Cullman 310 Authority considers case management as a range of activities including needs assessment, person or family centered planning, service arrangement, social support, reassessment/follow-up, and monitoring. The aim of case management is to develop a plan, in coordination with families (if a child) or individuals (if an adult), that specifies services and supports that are needed; to assist in the brokering of these services and supports; and to provide follow-along services to ensure this plan is implemented in an effective and efficient manner, and to address any problems that might arise as developmentally disabled individuals enter into the working community and the supports that will be needed for both the individuals and their families as different needs emerge. The CCCDD, Inc.'s focus is to provide a person or family centered approach that recognizes the dignity and value of a person first and foremost and the individual's disability second. The case manager provides support and assistance and listens to what individuals and families need, when they desire it, and how they would like it provided. In the end, it is believed that case managing is effective only to the extent that individuals and families become more capable, competent, and empowered in influencing their environment, in exercising choice, and in making decisions regarding services. It is the goal of the Cullman 310 Authority's case management services to do just that.

CASE MANAGEMENT / SERVICE COORDINATION DESCRIPTIONS AND OBJECTIVES

Description: Case Management for Persons Receiving Residential Services

The goal of these services offered by the Cullman 310 Authority is to assist the individual who is developmentally disabled and/or his/her family to identify, access, and coordinate necessary support and services appropriate to his/her individual needs. This service category includes people who receive residential services. In addition, case managers will work with the individuals receiving residential services as well as the

group home staff to ensure quality care and appropriate training for their individual needs.

OBJECTIVE: Throughout the next 5 years, the current caseloads of individuals served by the Cullman 310 Authority will continue to be contracted for service. The service provided is projected to average 2 hours per encounter each month per person with a 1 hour increase each year for the projected total of over 100 individuals over the 5 years of the plan. The cost for this service is estimated at \$40.00 per hour with a minimum increase each year.

Description: Service Coordination for Sheltered Workshop

The goal of these are services that assist the individual who is developmentally disabled and their primary caregiver, if not themselves, to identify, access, and coordinate the necessary support and services appropriate to their individual needs. This service coordination category includes individuals who are in the sheltered workshop program.

OBJECTIVE: The Cullman 310 Authority will provide Case Management services. Currently there are 40 individuals in the sheltered workshop program with 5 targeted for the rest of FY07-08. For the next 5 years, it is also estimated that 9 individuals each year will be targeted for case management who have entered the sheltered workshop program. It is estimated that each client will need 3 hours each month for this at a cost of approximately \$45.00 for each person with a minimum increase each year.

RESIDENTIAL SERVICES

NARRATIVE

The residential alternatives in mental retardation in Cullman need to cover a broad array of settings and services. A complete range of alternatives from the developmental center to supported living choices. The Cullman 310 Authority is energetically pursuing its goal that persons with mental retardation/developmental disabilities be able to live in the most independent setting possible, and by offering available options and developing new choices with the objectives of continuing to examine and evaluate the living needs of individuals with disabilities and supplying those living needs through purchasing and building additional group homes. As noted earlier, the current average age of the parents with individuals attending the CCCDD, Inc. is 61 with their loved one having an average age of 40. Not only is the Cullman 310 trying to address individuals from Cullman County who need various residential services, but individuals from the LBWDC and the surrounding area who need placement after individuals who need services provided in Cullman County are addressed. As the need for group home placement grows, it is the plan of the Authority to meet the every growing demands of quality residential living in a least restrictive setting.

Most clients currently live at home with their parent/guardian and attend day habilitation daily at the CCCDD, Inc. Each person has an interdisciplinary staff team that makes recommendations based on individual team members' assessments. The habilitation plan is developed by the team and the client, and the appropriate services are provided. Another option available besides the client living at home is a group home providing an intermediate level of structure, supervision, and intensive habilitation. Supported living is also another option. This community residential facility provides supervision, support, personal care, and maintenance training.

Description: Supervised Community Living Alternatives (S.C.L.A.)

This community residential facility provides supervision, support, personal The characteristics of the living arrangements and necessary support services may vary based upon the needs of the population.

OBJECTIVE: Currently, there are 28 individuals residing in supervised living alternatives. In addition to these placements, this residential alternative will be made available for individuals in Cullman County who needs this service followed by those who are to be out placed from developmental centers in the surrounding counties during the duration of the next 5 years starting FY07-08. Estimates of individuals needing placement from Cullman County during the next 5 years is projected to be over 15. Additional objectives include raising and/or requesting additional funds for building group homes to meet the above needs.

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ADULT TRAINING DAY PROGRAMS

NARRATIVE

The 310 Authority's day habilitation program are services that are proved to clients on a regular, routine, scheduled basic. At a minimum, the services are designed to prevent deterioration in skill level and include an array of programs. In general, these services are designed to reflect a routine of daily activity that is consistent with the principles of normalization.

Add to these services, the Cullman 310 Authority started with a joint effort with Wallace State Community College to provide an Adult Basic Education Program. This program was designed to teach our clients reading, basic sight word recognition, math, etc. at no cost to the Dept. of MH/MR. Wallace State continues to provide a teacher for the program with the facility supplying the students, room, computers, etc. The intention is that clients will advance at their own pace through a individualized program which takes into consideration their abilities, attending to task skills, and level of concentration.

The 310 Authority also provide services that provides remunerative work in an accommodating or sheltered environment to individuals whose earning or productive

capacities are impaired, with the purpose of these work related services have a concerted focus on work and getting a competitive job out of the supported environment. As more and more individuals from the 310 Authority's day habilitation program reach there "maximum functioning levels" and more Cullman businesses realize the work potential of developmentally disabled individuals, it is the goal of the 310 Authority that their supported employment rate will double during the next 5 years.

Description: Adult Training

These are services that emphasize skill acquisition of adaptive behaviors in self-care, personal grooming, activities of daily living, community life, self-direction, practical knowledge (e.g., money management, recognition of signs, language training), vocational performance, socialization, etc.

OBJECTIVE: Currently there are 70 individuals involved in adult training. Additional placements/slots will be requested and projected for the facility's current waiting list and the Child Development Center's graduation projections over the next 5 years of the plan due to the estimate of at least 20 individuals are projected to be needing habilitation services from the program. Additional objectives include requesting and/or raising additional funds for waiver slots and training activities.

Description: Supported Employment

These services include competitive work in an integrated setting for individuals with severe disability for whom competitive employment traditionally has not been provided who, because of their disabilities, may need ongoing support in order to work. Supported employment may include supported jobs (various levels of supervision with a job coach), work crews (usually a small group of workers with disabilities who work in various job settings), and work enclaves (a contracted service consisting of a worker or group of workers with disabilities who function in an industrial sit as a team to perform specific tasks).

OBJECTIVE: The Cullman 310 Authority plans to place 20 additional individuals in TQI supported employment over the next 5 years combining DMH/MR tracking, City and County Coordinators, and Project Access.

Description: Integrated Day Care for Infant and Toddlers

Todd's Friends Day Care is the 310 Authority's day care program that serves children who have disabilities as well as children who do not. Staff members are trained to care safely for children with disabilities. Specific therapeutic interventions may be provided by qualified professionals at the day care center. This service is provided in an out of home setting that the child attends on a regular, routine, and scheduled basis. Such programs are provided on a full time basis (5 hours each day). Services include

habilitation and therapeutic activities within the context of a program that may include naps, meals, stimulation activities, etc.

OBJECTIVE: INTEGRATED DAY CARE: Currently the 310 Authority has 45 in integrated, or otherwise, day care but is DHR certified for 50. Out of these 45 children being served, approximately 30% are considered having a disability of one form or another. It is projected that this number will be reached over through the end of FY 2002. It is the goal of the 310 Authority to keep costs very economical for the children's parents with a projected cost for this service estimated at \$13.00 per child per day with a minimum increase each year.

ORGANIZATION / ADMINISTRATION

NARRATIVE

As part of the growing of the Cullman 310 Authority and all of the services now being offered to Cullman County, it is the goal that new positions in the areas of Case Management, Services Coordination and a Quality Assurance Planner to just name a few is projected to be added during the next 5 years.

These positions will better enable the 310 Authority to maintain the highest possible level of service at the most reasonable cost. It is the goal of the 310 Authority to have these positions help maintain a high level of quality assurance with an outcome based set of standards that encourages continuous improvements in the quality of services and operations.

INDIVIDUAL AND FAMILY SUPPORTS

NARRATIVE

This support provides varied services and equipment to persons with developmental disabilities and families having a person with a developmental disability. Through case management and the service coordinator working with these families, needed services ranging from occupational therapy to physical and speech therapy can be arranged free of charge to the families.

GOAL: EARLY INTERVENTION TO INFANTS AND TODDLERS

It is the goal of the 310 Authority to have these services provided by qualified professionals to infants/toddlers and their families in the home for no cost to the families. Currently, 35 infants and toddlers and their families receive services. It is projected that new individuals needing these services will increase by approximately 30% yearly. In addition, a minimum increase due to cost of living considerations is requested each year.

Description: Assistive Technology

It is the goal of this service to involve the provision of specialized medical or adaptive equipment or supplies, specified in a plan of care, designed to increase the ability to perform self care tasks activities of daily living, to improve mobility, or to control with their environment. These services also include items necessary for life support and supplies or services needed to ensure the proper operation and maintenance of the equipment. Objectives include securing more assistive resources and provide that for the lowest possible cost to the individual and their family.

Description: Crisis Intervention

It is the goal of the 310 Authority during the next 5 years to provide services for a rapid response services designed to handle emergency situations, such as the loss of a person's caregiver or residential placement, a medical emergency, or a serious outburst of violent or self destructive behavior. In addition, it is the objective of the 310 Authority to locate and arrange services for individuals with disabilities that are not currently in any habilitation training program and are seeking to obtain training in a day program setting.

Description: Respite Care

It is the goal of the 310 Authority to provide during the next years increased service for temporary care and supervision of persons with mental retardation to provide emergency or planned relief for the client's primary caregiver for a specified period of time either out or in home. Services may be provided in a variety of community settings such as private homes, supervised community living alternatives, group homes, therapeutic camps, the individual's residence. The 310 Authority's objective is to secure funding to provide housing for the above services.

Description: Recreation Services

It is the goal of the 310 Authority for these services to provide planned and supervised activities designed to help meet specific individual therapeutic needs in individual self expression, social interaction, and entertainment; develop skills and interests leading to enjoyable and constructive use of leisure time; and improve well being.

Description: Specialized Diagnosis and Evaluation

It is the goal of the 310 Authority for these services to include assessments related to the identification of a disorder or disability, determination of eligibility for services, classification, determination of etiology, and estimation of prognosis. These may also include the development of an IHP and the prescription of services needed to achieve habilitation goals and objectives.

Description: Habilitation Training Services

It is the objective of the 310 Authority for these services to provide specialized training for the acquisition of adaptive behaviors, and they use generally accepted professional practices, such as behavior modification, family and staff education, and counseling. These services may be conducted in the residence or day program and are based on evaluations that determine the individual's service needs. Specific services are dependent on the specialized needs of the individual.

Habilitation training programs should provide continuity and consistency with any other ongoing acquisition training programs.

Description: Personal Care

It is the goal of the 310 Authority for this service to include assistance with eating, dressing, bathing, personal hygiene, and activities of daily living to assist the individual in residing in a community residence and to promote health and well being. This service may include assistance in cooking, but it does not include the cost of the food. This category does not include services provided by members of the individual's family.

CULLMAN COUNTY 310 AUTHORITY 5-YEAR PLAN INFORMATION SHEET

Projections of future needs and placement numbers are based on the facility's current waiting lists, the Cullman Child Development Center's graduation forecast, and the Cullman 310 Authority's own 2007 residential survey of residential needs over the next 5 years. This survey was sent to families and care givers who have individuals attending the day habilitation program and TQI workshop. The survey's results had a response rate of approximately 80% and its findings were considered valid and reliable. Furthermore, program costs and increases are based on funding from DMH/MR.

PROJECTIONS & PERCENTAGES:

RESIDENTIAL SERVICES: 28 individuals residing in 6 group homes. During the duration of the next 5 years, estimates of individuals needing placement from Cullman County is projected to be over 15 which is a 60% increase over individuals currently receiving residential placements from the Cullman 310 Authority. Estimates of individuals needing future placement were obtained from the CCCDD, Inc.'s waiting list, Cullman Child Development Center's graduation forecast, and the Cullman 310 Authority's own 2007 residential survey of residential needs over the next 5 years.

ADULT DAY HABILITATION PROGRAM: Currently there are 70 individuals involved in adult training. Additional individuals needing services from the program over the next 5 years is projected to be at 30 which is a 47% increase over current client enrollment. Projections for individuals needing placement in the training program were obtained from the CCCDD, Inc.'s waiting list and the Cullman Child Development Center's graduation forecast.

SUPPORTED EMPLOYMENT: The Cullman 310 Authority's TQI Workshop currently has approximately 45 full and part time employees and projects a 50% increase in employment which will place approximately 20 additional individuals in the TQI Workshop over the next 5 years. Estimates of new employees were obtained from the TQI workshop's waiting list and through projections from the CCCDD, Inc.'s adult training program of clients graduating/progressing into the work program.

EARLY INTERVENTION TO INFANTS AND TODDLERS - TODD'S CLUB:

TODD's Club early intervention program currently serves 35 infants and toddlers. It is projected that over the next 5 years individuals needing these services will increase by approximately 9 children or 30% yearly. Estimates were obtained from the TODD's CLUB waiting list and through projections of physician's referrals over the next 5 years.

TODD'S CLUB INTEGRATED DAY CARE: The 310 Authority's integrated daycare has 45 children in its care with approximately 30%, 14 children, considered having a disability of one form or another. Enrollment increases over the next 5 years will be dependent on the attrition/drop out rate as well as the graduation rate due to age and entering school programs. Projections were obtained through the daycare's waiting list.